

GOVERNMENT OF THE DISTRICT OF COLUMBIA
D.C. Department of Human Resources

District Personnel Manual Issuance System

This Instruction should be filed behind
the divider for Part III of DPM
Chapter(s) **14**

DPM Instruction No. 14-18

SUBJECT: Request for Review of Performance
Rating to the D.C. Performance
Rating Impartial Review Committee

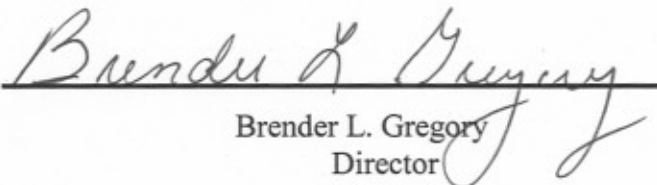
DATE: April 5, 2007

This instruction supercedes DPM Instruction No. 14-12, Rescission of DPM Instruction No. 14-9, D.C. Performance Rating Impartial Review Committee for Employees Covered Under the Performance Evaluation System (PES), dated November 3, 2004. Paragraph 2 of DPM Instruction 14-12 stated that a determination had been made to:

"Reinstate the provisions in Chapter 14 of the District Personnel Manual (DPM), Performance Evaluation, Part II, Subpart 3, Performance Rating Review, section 3.1 that allowed employees to request reviews of ratings of "Unsatisfactory," "Satisfactory," or "Excellent under the Performance Evaluation System (PES)."

Upon further review and consideration, a decision has been made to limit the review of performance ratings by the D.C. Performance Rating Impartial Review Committee (IRC) to ratings of "Unsatisfactory" under the Performance Evaluation System (PES); and performance ratings of "Does Not Meet Expectations" (Level 1) for Career Service employees whose performance is evaluated under the Performance Management Program (PMP). The IRC has the authority to determine whether a performance rating of "Unsatisfactory" or "Does Not Meet Expectations" should be sustained or increased.

Accordingly, DPM Instruction No. 14-12 is hereby superceded.


Brender L. Gregory
Director

Note: DPM Instructions that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions. [See DPM Chapter 2, Part II, Subpart 1, § 1.3.]

Inquiries: Performance Management Unit, DCHR (202) 442-9624

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